

SECURITY

STAT

ER 84-847

16 FEB 1984

MEMORANDUM FOR: Director, IC Staff

ATTENTION: Director, Planning & Policy Staff

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FROM:

Executive Director/CIA

SUBJECT: The Manpower Issue

REFERENCE: DCI/ICS 84-4204, Same Subject,
dated 27 January 1984

A1:

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1. Manpower is largely an internal problem for each agency in the Community. Deliberations which preceded publication of our Strategic Plan for 1982-1992 focused our thinking on the long-term aspects of the problem. We are now seeking to develop innovative policies, procedures, and programs to ensure our continued ability to attract and retain top quality employees. Over the coming months we may surface matters which could be addressed more profitably at the Community level, but we are hard-put to come up with any suggestions at the moment.

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2. We discussed making more effective use of existing personnel at the off-site conference. The Community will probably not grow significantly over the next several years, but our responsibilities will doubtless continue to increase, and we will need to make the people we have more productive. A more effective division of responsibilities within the Community would help in this regard.

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As a result, we spend considerable resources developing our own holdings. There may also be opportunities for a more effective sharing of training responsibilities within the Community. I am sure there are other such examples.

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3. All things considered, however, I wonder if it might not be more effective to deal with such matters bilaterally within the Community rather than attempt to centralize approaches at the Community level. Bilateral arrangements might be more flexible and easier to change as circumstances warrant. I would appreciate your views on this line of reasoning.

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